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ABSTRACT

A survey of 38 community college districts, including all community colleges in Ohio as well as a representative nationwide sample, was conducted by Cuyahoga Community College (CCC) in December 1979 to solicit information on faculty compensation during 1979 and to determine CCC's relative position among similar institutions with regard to full-time faculty remuneration. Selected survey results, based upon the responses of 26 districts, indicate that the unweighted average compensation for all institutions was \$24,066, of which \$20,893 was salary. While this represents a 7.6% increase over 1978, the average increase registered by the National Consumer Price Index was 12.8%. Average compensation at CCC (\$27,040) was 12.2% higher than the national norm, and the average salary (\$22,301) was 6.7% higher. The range of contract days reported was from 157 to 195, and the average unweighted compensation amount per full-time contract day was \$140, as compared to \$150 at CCC. The survey report contains several data tables illustrating 1979-80 full-time faculty compensation at respondent institutions, a comparison of 1978 figures with 1979 data, changes in average compensation from 1977 to 1979, a comparison of 1979 average compensation at CCC with other institutions, and a comparison of CCC compensation with changes in the Consumer Price Index since 1971. (JP)

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CUYAHOGA COMMUNITY COLLEGE

MANAGEMENT REPORT

Faculty Compensation
1979-1980

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INTRODUCTION

In December of 1979 a group of community-junior colleges across the country were contacted to provide data on faculty compensation. The information was requested to help assess Cuyahoga Community College's relative position among similar institutions on the matter of fulltime faculty remuneration.

THE SAMPLE

Questionnaires were distributed to 38 community college districts representing 116 colleges and 3 colleges not representing districts. A copy of the questionnaire is included as Appendix A. The institutions were selected with a view to the following characteristics:

- (1) Colleges were selected from all geographic regions of the country.
- (2) Colleges selected included long-established as well as middle-age and young institutions.
- (3) Primarily, colleges with large and medium-sized enrollments were selected.
- (4) Mostly, urban colleges were selected.
- (5) Many colleges active in developing new approaches to instructional problems were selected. All members of the League for Innovation in the Community College were selected.
- (6) All community colleges in Ohio were selected.

Not all institutions, of course, met all criteria. A listing of the institutions contacted is included as Appendix B. Tables which summarize the characteristics of these institutions are included as Appendix C.

Table 1 shows how many single and multi-campus institutions were included in the survey. Twenty-six institutions, or 68 percent of the total, are included in this report.

TABLE 1
RESPONSES TO 1979-80 FACULTY COMPENSATION SURVEY

Included in Survey	Community-Junior Colleges		
	Single Campus*	Multi Campus**	Number of College Campuses Represented
Yes	12	14	83
No	6	6	36
Total	18	20	119

*Included three selected New York institutions which are part of CUNY.

**Includes the Massachusetts Community College System (15 colleges) and the Minnesota State Community College System (18 colleges).

The reader may be curious about the relatively large number of single-campus institutions selected. Ten of the 18 were selected because they were either Ohio community colleges or members of the League for Innovation. Of the remaining eight, two institutions were selected to represent urban areas (Portland and Philadelphia) having no multi-campus community colleges; another single-campus institution was selected to ensure representation from Michigan. Two single-campus institutions (Charles S. Mott and Bergen) had been added to the 1976 survey at the suggestion of a member of the faculty negotiating team. Finally, three institutions belonging to CUNY were selected for the purpose of obtaining representation from New York.

DATA VERIFICATION

Error here may be defined as the reporting of compensation data which do not accurately reflect the compensation situation of the institution. It can result from clerical mistakes or the misinterpretation of definitions by the responding institution and/or from ambiguous questions posed by those conducting the survey or clerical error in the processing of information. Since it can result from any one or combination of the above, the error(s) may be simple or compounded. The procedures used for verifying the data in this report are described below.

Efforts to detect clerical error. Simple arithmetic routines such as addition and division were performed at least twice. Typed copy was proofread by someone other than the typist or person responsible for compiling the tables.

Efforts to detect error resulting from the misinterpretation of definitions. Wherever possible compensation data for 1979-80 were compared to data for 1978-79. This year's data were compared to last year's information for "reasonableness" of change in average salary, average fringe benefits, and the proportion of fringe benefits. Changes in average salary of +3 to +10 percent were judged to be reasonable, assuming comparable definitions. Differences of 3 percent or less between this year's and last year's fringe benefit proportions were also deemed reasonable within the context of comparable definitions.

Efforts to confirm and correct apparent errors. Respondents were contacted by phone to confirm what appeared to be an error and to obtain correct information.

SURVEY RESULTS

Average Faculty Compensation and Salary, 1978-79

Table 2-A shows the compensation data reported by this year's survey respondents. The institutions are listed by rank of average salary for 1979-80. Average compensation is also ranked; only the amount of retirement benefits vested within five years is included in calculating compensation.

- The unweighted average compensation for all ranked institutions is \$24,066 of which \$20,893 is salary.
- Cuyahoga Community College average compensation (\$27,040) is 12.2 percent higher than average. Salary at CCC (\$22,301) is 6.7 percent more than the average salary.
- The unweighted average percent increase over 1978 in average salary for continuing faculty reported for 18 institutions is 7.6 percent. This compares to an increase of 12.8 percent for the National Consumer Price Index (November 1979 compared to November 1978).*

Table 2-B shows how the inclusion of all retirement plans in the calculation of fringe benefits would affect the ranking of institutions in average compensation.

- Five institutions increased rank by at least three places when all benefits were included in compensation.

Table 3 shows the results of dividing 1979-80 average compensation by the reported number of days in a full-time contract.

- The range of contract days reported by 22 institutions was 157 to 195.
- The unweighted average compensation amount per full-time contract day for 22 institutions is \$140.
- The rate per day at CCC (\$150) is 7.1 percent higher than average.
- Three institutions increased rank by five places when rate per day was considered.

*At the date this report was compiled, no AAUP salary data for 1979 was available.

TABLE 2-A

TOTAL COMPENSATION AND SALARIES OF FULL-TIME FACULTY 1979-80

Institution	Rank of Salary	Average Compensation	1979-80 Faculty Compensation				Fringe as % of Salary	Full-Time Contract Days	% Increase in Salary for Contin- uing Faculty
			Number of Faculty	Average Compensation	Average Salary	Average Fringe			
A*	1	1	384	\$32,967*	\$27,827	\$5,140	15.6	176	--
B	2	2	1,763	31,097	27,246	3,851	14.1	176	--
C	3	3.5	370	27,828	24,090	3,738	15.5	195	7.2
D	4	5	628	27,647	23,613	4,034	17.1	195	5.1
E ¹	5	7	210	26,892	22,954	3,938	17.1	174	4.2
F ¹	6	14.5	1,354	23,531	22,744	787	3.5	180	--
G	7	3.5	95	27,797	22,568	5,241	23.2	180	9.2
<u>Cuyahoga Community College</u>	8.5	6	381	27,040	22,301	4,739	21.6	180	7.4
H ¹	8.5	11	207	25,006	22,319	2,687	12.0	160	9.0
I	10	8	145	26,288	22,126	4,162	18.8	180	7.4

TABLE 2-A
TOTAL COMPENSATION AND SALARIES OF FULL-TIME FACULTY 1979-80
(continued)

Institution	Rank of Average		1979-80 Faculty Compensation				Fringe as % of Salary	Full-Time Contract Days	% Increase in Salary for Contin- uing Faculty
	Salary	Compensation	Number of Faculty	Average Compensation	Average Salary	Average Fringe			
J ¹	11	19	195	\$22,810	\$21,833	\$ 977	4.5	170	5.3
K	12	9	294	25,811	21,214	4,597	21.7	157	--
L	13	12.5	155	24,040	20,794	3,245	15.6	160	--
M	14	10	310	25,397	20,575	4,823	23.4	180	12.6
N ²	15	14.5	778	23,561	20,158	3,403	16.9	170	--
O ¹	16	22	504	20,853	19,962	899	4.5	180	7.8
P	17	12.5	97	24,082	19,752	4,330	21.9	169	10.7
Q	18	17	723	22,906	19,291	3,615	18.7	175	--
R ²	19	18	393	22,580	19,034	3,546	18.6	165	10.9
S ²	20	16	317	23,296	19,093	4,203	22.0	--	6.4

TABLE 2-A

TOTAL COMPENSATION AND SALARIES OF FULL-TIME FACULTY 1979-80
(continued)

Institution	Rank of Salary	Average Compensation	1979-80 Faculty Compensation				Fringe as % of Salary	Full-Time Contract Days	% Increase in Salary for Contin- uing Faculty
			Number of Faculty	Average Compensation	Average Salary	Average Fringe			
T ¹	21	21	242	\$21,184	\$18,658	\$2,526	13.5	180	7.3
U	22.5	24	149	19,510	18,487	1,025	5.5	--	7.0
V	22.5	23	663	20,465	18,515	1,950	10.5	182	--
W	24	20	200	21,403	17,963	3,441	19.2	--	10.1
X ¹	25	25	284	17,417	16,492	925	5.6	166	6.0
Y ¹	26	26	49	17,295	14,929	1,323	8.9	165	2.3
Z ⁴	--	--	257	19,382	17,762	1,620	9.1	--	10.3

*Note a large significant drop in the number of faculty, from 472 in 1976 to 384 this year. Due to financial constraints this college is not replacing faculty that leave. This drop in new faculty partly accounts for the high salary level.

¹Retirement is not vested in five years, i.e., by the end of the fifth year, and consequently is not included here in fringe benefits.

TABLE 2-A
TOTAL COMPENSATION AND SALARIES OF FULL-TIME FACULTY 1979-80
(concluded)

²These institutions reported two types of retirement. Only the amounts vested in five years are included in the table.

³Both of these institutions reported faculty on nine-month and twelve-month contracts. Salary amounts for faculty on twelve-month contracts were converted to a nine-month base using a factor of 9/11 (81.8 percent). Fringe benefits were also adjusted; a percentage was computed using the original salary and fringe amounts, this percentage was then applied to the adjusted salary.

⁴Although reported in this table, salary and compensation were not ranked or used in computing averages.

TABLE 2-B

TOTAL COMPENSATION AND SALARIES OF FULL-TIME FACULTY 1979-80
All Retirement Plans Included in Fringe Benefits

Institution	Rank of Average Compensation			1979-80 Faculty Compensation				
	Salary	5 yr Re- tirement	All Re- tirement	Number of Faculty	Average Compensation	Average Salary	Average Fringe	Fringe as % of Salary
A	1	1	1	384	32,967	27,827	5,140	15.6
B	2	2	2	1,763	31,097	27,246	3,851	14.1
C	3	3.5	4	370	27,828	24,090	3,738	15.5
D	4	5	6	628	27,647	23,613	4,034	17.1
E	5	7	3	210	29,532	22,954	6,578	28.7
F	6	14.5	9.5	1,354	26,260	22,744	3,516	15.5
G	7	3.5	5	95	27,797	22,568	5,241	23.2
<u>Cuyahoga Community College</u>	8.5	6	8	381	27,040	22,301	4,739	21.6
H	8.5	11	7	207	27,398	22,319	5,080	22.8
I	10	8	9.5	145	26,288	22,126	4,162	18.8

TABLE 2-B

TOTAL COMPENSATION AND SALARIES OF FULL-TIME FACULTY 1979-80
All Retirement Plans Included in Fringe Benefits
(continued)

Institution	Rank of Average			1979-80 Faculty Compensation				
	Salary	Compensation 5 yr Re- tirement	All Re- tirement	Number of Faculty	Average Compensation	Average Salary	Average Fringe	Fringe as % of Salary
J	11	19	14	195	24,954	21,833	3,092	14.2
K	12	9	11	294	25,811	21,214	4,597	21.7
L	13	12.5	15.7	155	24,040	20,794	3,245	15.6
M	14	10	12	310	25,397	20,575	4,823	23.4
N	15	14.5	13	778	25,083	20,158	4,925	24.4
O	16	22	20	504	22,757	19,962	2,795	14.0
P	17	2.5	15.7	97	24,082	19,752	4,330	21.9
Q	18	17	19	723	22,906	19,291	3,615	18.7
R ³	17	18	21	393	22,580	19,034	3,546	18.6

TABLE 2-B

TOTAL COMPENSATION AND SALARIES OF FULL-TIME FACULTY 1979-80
All Retirement Plans Included in Fringe Benefits
(concluded)

Institution	Rank of Average			1979-80 Faculty Compensation				
	Salary	5 yr Re- tirement	All Re- tirement	Number of Faculty	Average Compensation	Average Salary	Average Fringe	Fringe as % of Salary
S	20	16	18	317	23,615	19,093	4,522	23.7
T	21	21	15.7	242	24,104	18,658	5,446	29.2
U	22.5	24	22	149	21,730	18,487	3,243	17.5
V	22.5	23	24	662	20,465	18,515	1,950	10.5
W	24	20	23	200	21,403	17,963	3,441	19.2
X	25	25	25	284	19,172	16,492	2,680	16.3
Y ³	26	26	26	49	17,470	14,929	2,542	17.0
Z ⁴	--	--	--	257	21,565	18,457	3,108	16.8

¹Rank of compensation including retirement amounts only if vested within five years (from Table 2A).

²Rank of compensation including all retirement amounts.

³Salaries reported for 12 months were converted to 9 months by multiplying by a factor of 9/11 (.818 percent).

⁴Not included in computing averages.

TABLE 3
AVERAGE COMPENSATION PER CONTRACT DAY
FOR FULL-TIME FACULTY, 1979-80

Institution	Rank of Average Compensation 1979-80	Average Compensation Per Contract Day	Rank of Average Per Day
A	1	\$187	1
B	2	177	2
K	9	164	3
H	11	156	4
E	7	155	5
G	3.5	154	6
L	12.5	150	7.5
<u>Cuyahoga Community</u>			
<u>College</u>	6	150	7.5
I	8	146	9
C	3.5	143	10
D	5	142	11.5
P	12.5	142	11.5
M	13	141	13
N	14.5	139	14
R	17	136	15
J	18	134	16
F	14.5	131	17.5
Q	16	131	17.5
T	19	118	19
O	20	116	20
V	21	112	21
X	22	105	22.5
Y	23	105	22.5

¹Compensation includes only that retirement which is vested in five years.

Two and Three Year Changes in Faculty Compensation

Table 4 presents a comparison of 1978 and 1979 compensation data. Only the institutions from Table 2 with comparable data for both years are ranked.

- o For all ranked institutions the unweighted compensation average is \$23,758 for 1979 compared to \$21,971 for 1978. This represents an average increase of 8.2 percent.

Table 5-A shows changes in average compensation over three years. Only 16 of the 17 colleges which have responded to these three consecutive surveys are reported in 5-A. Compensation for four colleges is not reported because of inconsistencies in the inclusion of retirement funds. Salaries for all 17 are reported below.

- o The average compensation for these 16 colleges was \$21,292 in 1977 and \$24,546 in 1979.
- o Average compensation for the group, increased by 6.9 percent in 1978 and by 7.9 percent in 1979.

Table 5-B shows the changes in average salary over three years for 17 institutions.

- o The average salary for these 20 colleges was \$18,451 in 1977, \$19,666 in 1978 and \$21,073 in 1979.
- o Average salary for the group increased by 6.6 percent in 1978 and by 7.2 percent in 1979.

TABLE 4

TOTAL COMPENSATION AND SALARIES OF FULL-TIME FACULTY
1979 COMPARED TO 1978

Institution	Average Composition					Average Salary			Fringe Benefit as Percent of Salary	
	Rank		Dollars		Percent Change	Dollars		Percent Change	1979	1978
	1979	1978	1979	1978		1979	1978			
B	1	1	31,097	27,542	12.9	27,246	23,997	13.5	14.1	14.8
C	2	3	27,828	25,820	7.8	24,090	22,847	5.4	15.5	13.0
G	3	4	27,797	25,767	7.9	22,568	20,885	8.1	23.2	23.4
D	4	2	27,647	25,899	6.7	23,613	22,273	6.0	17.1	16.3
<u>Cuyahoga Community College</u>	5	6	27,040	25,088*	7.8	22,301	20,653**	8.0	21.6	21.5
E	6	7	26,892	24,804	8.4	22,954	21,526	6.6	15.2	17.1
I	7	5	26,288	25,180	4.4	22,126	21,522	2.8	18.8	17.0
K	8	8	25,811	24,149	6.9	21,214	20,062	5.7	21.7	20.4
M	9	11	25,397	22,780	11.5	20,575	18,473	11.4	23.4	23.3
H	10	9	25,006	23,261	7.5	22,319	20,916	6.7	12.0	11.2

TABLE 4
TOTAL COMPENSATION AND SALARIES OF FULL-TIME FACULTY
1979 COMPARED TO 1978
(continued)

Institution	Average Composition					Average Salary			Fringe Benefit as Percent of Salary	
	Rank	Dollars		Percent Change		Dollars		Percent Change	1979	1978
	1979	1978	1979			1979	1978			
L	11.5	10	24,040	23,144	3.9	20,794	20,106	3.4	15.6	15.1
P	11.5	14	24,082	21,567	11.7	19,752	18,003	9.7	21.9	19.8
F	13.5	12	23,531	22,122	6.4	22,744	21,341	6.6	3.5	3.7
N	13.5	15	23,561	21,495	9.6	20,158	18,403	9.5	16.9	16.8
S	15	13	23,296	21,785	6.9	19,093	17,953	6.3	22.0	21.3
J	16	16	22,810	21,335	6.9	21,833	20,423	6.9	4.5	4.5
R	17	19	22,580	19,309	16.9	19,034	16,780	13.4	18.6	15.1
W	18	17	21,403	21,195	1.0	17,963	17,838	0.7	19.2	18.8
T	19	20	21,184	19,031	11.3	18,658	16,715	11.6	13.5	13.9

TABLE 4
TOTAL COMPENSATION AND SALARIES OF FULL-TIME FACULTY
1979 COMPARED TO 1978
(concluded)

Institution	Average Composition					Average Salary			Fringe Benefit as Percent of Salary	
	Rank	Dollars		Percent Change		Dollars		Percent Change	Salary	
	1979	1978	1979			1979	1978		1979	1978
O	20	18	20,853	19,748	5.6	19,962	18,897	5.6	4.5	4.5
V	21	21	20,465	17,986	13.8	18,515	16,574	11.7	10.5	8.5
U	22	22	19,510	17,916	8.9	18,487	17,358	6.5	5.5	3.2
Y	23	23	17,925	17,173	4.4	14,929	14,251	4.8	8.9	12.5
X	24	24	17,417	16,341	6.6	16,492	15,469	6.6	5.6	5.6

*Estimated on the basis of 7.8% increase compounded per year from 1977 to 1979.

**Estimated on the basis of 8% increase compounded from 1977 to 1979.

TABLE 5-A

CHANGES OVER THREE YEARS IN AVERAGE COMPENSATION FOR FULL-TIME FACULTY, 1977 TO 1979

Institution	Rank			Percent Increase Over Previous Year in Average Compensation		Average Compensation Dollars		
	1979	1978	1977	1979	1978	1979	1978	1977
B	1	1	1	12.9	1.4	31,097	27,542	27,167
C	2	3	4	7.8	6.4	27,828	25,820	24,277
G	3	4	5	7.9	8.7	27,797	25,767	23,709
D	4	2	2	6.7	7.6	27,647	25,889	24,068
<u>Cuyahoga Community College</u>	5	5	6	7.8	7.8	27,040	25,088*	23,273
E	6	6	8.5	8.4	12.5	26,892	24,804	22,053
I	7	7	3	4.4	3.8	26,288	25,180	24,269
K	8	8	7	6.9	4.4	25,811	24,149	23,123
H	9	9	10	7.5	7.9	25,006	23,261	21,556
L	10.5	10	8.5	3.9	4.9	24,040	23,144	22,021

TABLE 5-A

CHANGES OVER THREE YEARS IN AVERAGE COMPENSATION FOR FULL-TIME FACULTY, 1977 TO 1979
(concluded)

Institution	Rank			Percent Increase Over Previous Year in Average Compensation		Average Compensation Dollars		
	1979	1978	1977	1979	1978	1979	1978	1977
P	10.5	11	11	11.7	5.8	24,082	21,567	20,381
J	12	12	12	6.9	6.9	22,810	21,335	19,958
R	13	15	13	5.6	16.9	22,580	19,309	18,516
W	14	13	16	1.0	17.6	21,403	21,195	18,016
T	15	16	14	11.3	9.4	21,184	19,031	17,973
O	16	14	15	5.6	5.8	20,853	19,748	18,658
X	17	17	17	6.6	9.5	17,417	16,341	14,921

*Estimated on the basis of 7.8% increase compounded per year from 1977 to 1979.

TABLE 5-B

CHANGES OVER THREE YEARS IN AVERAGE SALARY FOR FULL-TIME FACULTY, 1977 TO 1979

Institution	Rank			Percent Increase Over Previous Year in Average Salary		Average Salary Dollars		
	1979	1978	1977	1979	1978	1979	1978	1977
B	1	1	1	13.5	1.6	27,246	23,997	23,608
C	2	2	2	5.4	7.0	24,090	22,847	21,355
D	3	3	4	6.0	7.6	23,613	22,273	20,692
E	4	4.5	7	6.6	11.2	22,954	21,526	19,398
F	5	6	5	6.6	6.0	22,744	21,341	20,129
G	6	8	8	8.1	8.1	22,568	20,885	19,321
H	7.5	7	6	6.7	6.6	22,319	20,916	19,621
<u>Cuyahoga Community College</u>	7.5	9	10.5	8.0	8.0	22,301	20,653*	19,123
I	9	4.5	3	2.8	2.7	22,126	21,522	20,955
J	10	10	9	6.9	6.1	21,833	20,423	19,248

TABLE 5-B

CHANGES OVER THREE YEARS IN AVERAGE SALARY FOR FULL-TIME FACULTY, 1977 TO 1979
(continued)

Institution	Rank			Percent Increase Over Previous Year in Average Salary		Average Salary Dollars		
	1979	1978	1977	1979	1978	1979	1978	1977
K	11	11	12	5.7	6.4	21,214	20,062	18,852
L	12	12	10.5	3.4	5.1	20,794	20,106	19,127
N	13	14	14	9.5	4.6	20,158	18,403	17,586
O	14	13	13	5.6	5.8	19,962	18,897	17,855
P	15	15	15	9.7	6.7	19,752	18,003	16,871
R	16.5	19	19	13.4	5.5	19,034	16,780	15,900
S	16.5	16	16	6.3	8.6	19,093	17,953	16,530
U	19	17	18	8.6	6.9	18,487	17,358	16,234
T	18	20	18	11.7	3.9	18,658	16,715	16,085

TABLE 5-8

CHANGES OVER THREE YEARS IN AVERAGE SALARY FOR FULL-TIME FACULTY, 1977 TO 1979
(concluded)

Institution				Percent Increase Over Previous Year in Average Salary		Average Salary Dollars		
	1979	Rank 1978	1977	1979	1978	1979	1978	1977
W	20	17	20	0.7	16.5	17,963	17,838	15,309
X	21	21	21	6.6	7.8	16,492	15,469	14,347

*Estimated, based on an increase of 8% per year compounded from 1977 to 1979.

Compensation Indices: Cuyahoga Community College Compared to Selected Community-Junior Colleges

Tables 6-A and 6-B summarize the relationship of Cuyahoga Community College average compensation and salary to selected group averages over three years.

The first three groups in Tables 6-A and 6-B are comprised of the following institutions:

Ohio Community Colleges: G, P and W

League for Innovation: I, D, O, T, B and H, plus U in Table 6-B but not in Table 6-A.

Urban, Multi-Campus: D, O, R, X, L, B and J.

The last three groups in Tables 6-A and 6-B correspond to the institutions ranked in Tables 2, 4 and 5.

Tables 6-A and 7-B show the following about the relationship of Cuyahoga Community College to other institutions on the matter of salary and total compensation:

- o Cuyahoga Community College has about the same relative position to the mean of Ohio community colleges in 1979 compared to 1977.
- o Cuyahoga Community College's position relative to League members has improved slightly from 1977 to 1979.
- o Cuyahoga Community College's position relative to other urban, multi-campus institutions is 2 percentage points higher in average salary in 1979 than in 1977 and is 2 percentage points higher in average compensation.
- o Cuyahoga Community College's relative position among Table 4 institutions has decreased since last year.
- o Cuyahoga Community College's relative position among Table 5 institutions is about the same as last year, but is slightly better than the year before.

TABLE 6-A

COMPARISON OF AVERAGE COMPENSATION AT CUYAHOGA COMMUNITY COLLEGE
TO SELECTED COMMUNITY-JUNIOR COLLEGES 1977-79

Year		1977-78	1978-79	1979-80
Average for Cuyahoga Community College		\$23,273	\$25,088*	\$27,040
Ohio Community Colleges	(N = 3)			
	Average	\$20,702	\$22,843	\$24,427
	Index	112.4	109.8	110.7
Member of the League for Innovation	(N = 6)			
	Average	\$22,282	\$23,442	\$25,345
	Index	104.4	107.0	106.7
Urban, Multi-Campus Institutions	(N = 7)			
	Average	\$20,758	\$21,902	\$23,778
	Index	112.1	114.5	113.7
All Ranked Institutions - one year comparison	Table 2-A (N = 25)			
	Average			\$24,066
	Index			112.4
All Ranked Institutions - two year comparison	Table 4 (N = 23)			
	Average		\$21,971	\$23,758
	Index		114.2	113.8
All Ranked Institutions - three year comparison	Table 5-A (N = 16)			
	Average	\$21,292	\$22,755	\$24,546
	Index	109.3	110.3	110.2

* Estimated, based on an increase of 7.8% per year compounded from 1977 to 1979.

TABLE 6-8

COMPARISON OF AVERAGE SALARY AT CUYAHOGA COMMUNITY COLLEGE
TO SELECTED COMMUNITY-JUNIOR COLLEGES 1977-79

Year		1977-78	1978-79	1979-80
Average for Cuyahoga Community College		\$19,123	\$20,653	\$22,301
Ohio Community Colleges	(N = 3)			
	Average	\$17,167	\$18,909	\$20,094
	Index	111.4	109.2	111.0
Member of the League for Innovation	(N = 7)			
	Average	\$19,293	\$20,240	\$21,774
	Index	99.1	102.0	102.2
Urban, Multi-Campus Institutions	(N = 7)			
	Average	\$18,682	\$19,706	\$21,282
	Index	102.4	104.8	104.8
All Ranked Institutions - one year comparison	Table 2-A (N = 25)			
	Average			\$20,893
	Index			106.7
All Ranked Institutions - two year comparison	Table 4 (N = 23)			
	Average		\$18,578	\$20,657
	Index		111.2	108.0
All Ranked Institutions - three year comparison	Table 5-B (N = 20)			
	Average	\$18,451	\$19,666	\$21,073
	Index	103.6	105.0	105.8

Salary Schedules and the Consumer Price Index

The salary schedules in this survey include a provision by which faculty are paid more for each year of service, up to some maximum point. Thus the average compensation of young faculty will increase from year to year, as a function of their experience, without any change in the basic salary structure. Of course, colleges have granted increases in the basic salary structure in addition to the regular increments included in the schedule. In addition, the percentage of salary allotted for fringe benefits appears to have been increasing slightly at many institutions. Such increases reflect cost increases for existing benefits as well as the cost of additions to benefit packages.

The salary for the faculty member at Cuyahoga Community College with an M.A. degree on the first step of the salary scale was an estimated \$6,394 in 1964. That faculty member in 1979 would receive \$23,194 at Step 14 due to increases in the salary schedule and fourteen annual increments. However, the 262.7 percent increase over the fifteen-year period (9.0 percent compounded) would be reduced to a 47.7 percent increase in 1964 dollars (corrected for the effect of CPI increases).[@] Thus the combination of the increases in the faculty salary schedule plus the increments built into the salary schedule have resulted in a salary paid to faculty on Grade D which has increased faster than the CPI by 2.6 percent per year compounded. That is to say, the faculty salary schedule in 1979, calculated in 1964 dollars, is 47.7 percent higher than it was in 1964. That is an annual increase in 1964 dollars of 2.6 percent compounded. The conclusion is that improvements to the salary schedule since 1964 have exceeded the effect of inflation as indicated by changes in CPI.

The CPIs and their historical relationship to average faculty compensation at Cuyahoga Community College are summarized in Table 7. These data show that for averages (rather than an individual faculty member's situation), faculty compensation has decreased 1/2 of one percent per year compounded (accumulating to 3.5 percent over 8 year-to-year comparisons) when calculated in 1967 dollars (based upon the Cleveland C.P.I.) during the period 1971 to 1979.

[@]Source: U. S. Bureau of Labor Statistics; Consumer Price Index, United States City Average, All items (1975-59=100), December 1977: Index=267.1 (estimated). United States City Average, All items (1957-59=100), December 1964: Index=108.8

TABLE 7
CPI AND FACULTY COMPENSATION AT CUYAHOGA COMMUNITY COLLEGE

Year	Consumer Price Index (1967=100)		CCC Faculty Compensation (1967=100) ¹	
	National (Nov.)	Cleveland (Nov.)	Dollars	Index
1979	227.6	228.7	27,040	244.1
1978	202.0	203.0	25,088 ²	226.5 ²
1977	185.4	184.4	23,273	210.1
1976	173.8	173.0	21,615	195.2
1975	165.6	164.5	20,240	182.8
1974	154.3	153.0	18,584	167.8
1973	137.6	137.5	17,357	156.7
1972	126.9	127.9	16,514	149.1
1971	122.6	124.4	15,256	137.8

ANNUAL INCREASES IN CPI AND COMPENSATION

Year Compared to Year	National (Nov.)	Cleveland (Nov.)	Faculty Compensation
1979/1978	+12.7%	+12.7%	+ 7.8% ²
1978/1977	+ 9.0%	+10.1%	+ 7.8% ²
1977/1976	+ 6.7%	+ 6.6%	+ 7.7%
1976/1975	+ 5.0%	+ 5.2%	+ 6.8%
1975/1974	+ 7.3%	+ 7.5%	+ 8.9%
1974/1973	+12.1%	+11.3%	+ 7.1%
1973/1972	+ 8.4%	+ 7.5%	+ 5.1%
1972/1971	+ 3.5%	+ 2.8%	+ 8.2%

YEAR	NATIONAL CPI FOR DECEMBER
1979	230.0
1978	202.9
1977	186.1
1976	174.3
1975	166.3
1974	155.4
1973	138.5
1972	127.3
1971	123.1

¹Data source: Exhibit No. 3, 1972-73 Salary material for Dr. Charles Chapman, Educational Research and Evaluation Services Office and July 11, 1968 memo from Mr. Albert Jones to Dr. Alfred Livingston.

²Estimated figure.

APPENDICES

December 1979

1979-80 FACULTY COMPENSATION SURVEY

Cuyahoga Community College
Office of Educational Research and Evaluation Services
700 Carnegie Avenue
Cleveland, Ohio 44115

QUESTIONS

1. Compensation for Full-Time Faculty on a Nine Month Term

There are two parts to this question as indicated in the table below.

1-A. First, we would like to obtain information about 1979-80 compensation for full-time faculty based on data your institution may have reported in the 1979-80 Higher Education General Information Survey (HEGIS XIII), "Salaries, Tenure, and Fringe Benefits of Full-Time Instructional Faculty, 1979-1980," Part 1A and Part 3A.

If you prefer, send us a copy of HEGIS Parts 1A and 3A and we will calculate the information. In the event you did not report the information for HEGIS, please provide the information in the table below, using definitions contained in the Attachment to this questionnaire.

1-B. Next, please verify the 1978-79 compensation information we have for your institution. We plan to compare this year's information to last year's information.

Item No.	QUESTION 1-A	QUESTION 1-B		
	1979-80 COMPENSATION INFORMATION (Men and Women Combined)	1979-80 INFORMATION	Correct	Incorrect
1	Total Number of Full-Time Instructional Faculty (9-month term) _____	_____	☐	☐
2	Total \$ for Salaries (not including fringe benefits) \$ _____	\$ _____	☐	☐
3	Total \$ for Retirement*			
3-A	Vested at completion of 5th year or before \$ _____	\$ _____	☐	☐
3-B	Beginning of 6th year or later \$ _____	\$ _____	☐	☐
4	Total \$ for Fringe Benefits (including Item 3) \$ _____	\$ _____	☐	☐
5	Total \$ Compensation (above Item 2 plus Item 4) \$ _____	\$ _____	☐	☐
6	Total Fringe Benefits as a Percent of Total Salary (above Item 4 divided by Item 2) _____%	_____%	☐	☐

* Many plans specify investment in five years, meaning on completion of the last working day before the fifth anniversary.

2. For the "full-time instructional faculty" you indicated in Part A of Question 1, how many working days constitute a full-time contract?

working days. This length of contract applies to

of all "full-time instructional faculty" indicated in Part A of Question 1.

3. Is your faculty unionized? Check most applicable statement.

☐ Yes. Please enclose a copy of the collective bargaining agreement.

What is the affiliate of your institution's faculty union?

☐ Our faculty is in the process of unionizing.

☐ No, our faculty is not unionized and they are not in the process of unionizing.

4. Does your institution's agreement regarding faculty compensation include a provision for a cost-of-living adjustment? Check most applicable statement.

☐ Yes. Please enclose a copy of the provision.

☐ We are in the process of developing a provision.

☐ No, our agreement does not include a provision and we are not in the process of developing a provision.

5. Does your institution have a policy regarding full-time instructional load? Check most applicable statement.

☐ Yes. Please enclose a copy of the policy.

☐ We are in the process of developing a policy.

☐ No, we do not have a full-time instructional load policy and we are not in the process of developing a policy. Go to question 10.

6. Full-Time Instructional Load Policy

6-A. How many academic credit hours is a full-time instructor required to carry per week, if he/she has no released time for other duties?

Academic credit hours are the credit values students earn for completing course requirements.

minimum academic credit hours per week

maximum academic credit hours per week

6-B. What would be the typical credit hour load per week for most full time faculty members?

credit hours per week

7. What is the number of average student credit hours per week for a full-time equivalent (FTE) faculty member?

Student credit hours are the product of academic credit hours for the course times the student enrollment in the course.

A	divided by	B	=	C
Total student credit hours per week		Total FTE faculty members		Average student credit hours per week per FTE faculty member

The average student credit hours per week for a full-time equivalent faculty member at Cuyahoga Community College is $A/B = C$, $194,448/599.63 = 324.3$.

8. Full-Time Instructional Load Policy

- 8-A. How would your institution's full-time instructional load policy be expressed in terms of the number of contact hours per week?

Contact hours are defined as the number of clock hours per week spent with students in class.

minimum contact hours per week	maximum contact hours per week

- 8-B. What would be the typical contact hour load per week for most full-time faculty members?

contact hours per week

9. What is the number of average student contact hours per week for a full-time equivalent (FTE) faculty member?

Student contact hours are the product of contact hours for each course taught times the student enrollment in the course.

A	divided by	B	=	C
Total student contact hours per week		Total FTE faculty members		Average student contact hours per week per FTE faculty member

The average student contact hours per week for a full-time equivalent faculty member at Cuyahoga Community College is $A/B = C$, $207,004/599.63 = 348.6$.

10. How many occupational/technical programs are offered at your institution?

occupational/technical programs

11. We would like to determine the average dollar and percent salary increase for continuing faculty at your institution, comparing 1979-80 to 1978-79. If you completed the 1979-80 HEGIS "Salaries" Survey, referred to in Question 1, please send us a copy of Page 7 of your report.

Is a copy of HEGIS-Page 7 enclosed?

☐ Yes

☐ No

12. Compensation for Full-Time and Part-Time Faculty

Please send us a copy of the following items. Check if the items are enclosed.

Enclosed

FULL-TIME FACULTY

a. Current Salary Schedule(s)

☐

b. Guidelines for placing faculty on the salary schedule(s)

☐

PART-TIME FACULTY

a. Current Salary Schedule(s)

☐

b. Guidelines for placing faculty on the salary schedule(s)

☐

13. What is the average salary per year for one Full-Time Equivalent (FTE) faculty member paid at part-time rates?

\$ per year

At Cuyahoga Community College the average salary is \$7,200 per year teaching 36 academic credits of lecture instruction.

14. Faculty Separation Rate

We would like to compare the rate of separation for full-time faculty at your institution with our separation rate.

14-A. What was the total number of full-time faculty in 1978-79 at your institution holding the kind of contract which implied continued employment in 1979-80? Please include in this figure, faculty who were on an officially contracted leave of absence.

A faculty members

14-B. How many of your 1978-79 full-time faculty reported above in Part 14-A are not employed as full-time faculty for 1979-80 for the reason of resignation, termination, or retirement (do not include faculty who are on an officially contracted leave of absence)?

B 1978-79 faculty not returning to a faculty position in 1979-80

B divided by A times 100 = % Separation Rate

*The Separation Rate for Cuyahoga Community College was
B/A x 100 = %, 30/430 x 100 = 7.0%.*

15. Would you like to receive a copy of the report summarizing these data?

☐ Yes ☐ No

Form completed by:

Name _____

Title _____

Institution _____

Address _____

Phone No. () _____ - _____

Please return the completed form by January, 1980 to:

*Dr. Richard C. Romoser
Office of Educational Research and Evaluation Services
Cuyahoga Community College
700 Carnegie Avenue
Cleveland, Ohio 44115*

Phone No. (216) 241-5966, Extension 308

ATTACHMENT

Instructions and Definitions for Completing Question 1.

Item 1. "Full-Time Instructional Faculty" is defined as those faculty members who are employed on a full-time, nine-month (two semesters, three quarters, two trimesters, two four-month sessions or the equivalent) basis and whose regular assignment is instruction, including those with released time for research. Instructional faculty on sabbatical leave should be included and their regular salaries reported in Item 2 even though the faculty member may be receiving a reduced annuity while on leave. Faculty on leave without pay should not be reported. Full-time replacements for those on leave without pay should be reported. Replacements for those on sabbatical leave should not be reported. Chairmen of departments should be reported if they have no other administrative title and hold a faculty rank at their contracted faculty salary.

Item 2. "Total \$ for Salaries" is defined as the total salary outlay (not including fringe benefits) for the above "Full-Time Instructional Faculty."

Item 3. "Total \$ for Retirement" is defined as the total funds allocated by the institution as a retirement fringe benefit for the above "Full-Time Instructional Faculty." Do not include Social Security Taxes (see Item 4 below).

Report contributions by your institution, State, and local government toward retirement on Item Line 3-A or 3-B according to the vesting provisions of your institution's retirement plan.

A vested retirement plan is defined as one in which the full amount of the contribution by the institution, State, and local government, with accumulations thereon, will be made available as a benefit in case of death while in service and with no forfeiture in case of resignation or dismissal from the institution.

On Item Line 3-A, report contributions toward retirement if they become vested in the faculty member not later than the end of his fifth year of full-time service at the institution and are not lost to him if he leaves the institution or moves to another State. If the institution's retirement vesting provision meets the five-year criterion, report all contributions to the retirement plan on Item Line 3-A even though some faculty members may have been employed less than five years.

On Item Line 3-B, report expenditure for retirement plans in which the employer's contribution becomes vested in the faculty member after five years or only upon retirement.

Item 4. "Total \$ for Fringe Benefits" is defined as the total funds allocated for fringe benefits for the above "Full-Time Instructional Faculty." These fringe benefits could include: Retirement Plans (as defined in Item 3 above); Medical/Dental Plans; Guaranteed Disability Income Protection Plans; Tuition Plans; Housing Plans; Social Security Taxes; Unemployment Compensation Taxes [report the taxes (not benefits) to be paid by law]; Group Life Insurance Plans; Workmen's Compensation [report the taxes (not benefits) to be paid by law]; and Other Benefits in Kind With Cash Options, that is, personal benefits if the faculty member has, without the imposition of conditions, the option of taking a cash payment for the purpose of using the money in some other way.

APPENDIX B

COMMUNITY-JUNIOR COLLEGES CONTACTED FOR THE 1979-80 FACULTY COMPENSATION*
(continued)

Institution (A)	Response (B)	State (C)	City/Town (D)	Opening Year (E)	Number of Campuses (F)	Enrollment October 1977 (Nearest 100) (G)	Member of the League for Innovation (H)
Moraine Valley Community College	Yes	Illinois	Palos Hills	1968	1	10,200	Yes
Montgomery Community College	Yes	Maryland	Rockville	1946	3	15,200	No
Community College of Baltimore	Yes	Maryland	Baltimore	1947	1	9,200	No
Massachusetts Community Colleges	No	Massachusetts	Boston (Central Office)	1946	15 (Colleges)	67,300	No
Charles S. Mott Community College	Yes	Michigan	Flint	1923	1	9,100	No
Henry Ford Community College	No	Michigan	Dearborn	1938	1	15,800	No
Delta College	Yes	Michigan	University Center	1961	1	8,800	Yes
Minnesota State Community College System	Yes	Minnesota	St. Paul (Central Office)	1915	18 (Colleges)	29,200	No
Metropolitan Junior College District	Yes	Missouri	Kansas City	1915	3	12,800	No
St. Louis Community College District	Yes	Missouri	St. Louis	1963	3	27,000	Yes

APPENDIX B

COMMUNITY-JUNIOR COLLEGES CONTACTED FOR THE 1979-80 FACULTY COMPENSATION*

Institution (A)	Response (B)	State (C)	City/Town (D)	Opening Year (E)	Number of Campuses (F)	Enrollment October 1977 (Nearest 100) (G)	Member of the League for Innovation (H)
Maricopa County Community College	Yes	Arizona	Phoenix	1920	5	50,300	Yes
Kern Junior College District	No	California	Bakersfield	1913	3	20,000	Yes
Coast Community College District	No	California	Costa Mesa	1947	2	62,900	Yes
Foothill-DeAnza Community College District	Yes	California	Los Altos Hills	1958	2	38,600	Yes
Los Angeles Community College District	Yes	California	Los Angeles	1929	9	135,700	Yes
Peralta Junior College District	Yes	California	Oakland	1953	5	33,000	Yes
Los Rios Community College	No	California	Sacramento	1916	3	43,800	Yes
Community College of Denver	Yes	Colorado	Denver	1968	3	15,100	No
Santa Fe Community College	No	Florida	Gainesville	1966	1	6,300	Yes
Miami-Dade Community College	No	Florida	Miami	1960	4	39,700	No
City Colleges of Chicago	Yes	Illinois	Chicago	1911	9	98,400	No

APPENDIX B

COMMUNITY-JUNIOR COLLEGES CONTACTED FOR THE 1979-80 FACULTY COMPENSATION*
(continued)

Institution (A)	Response (B)	State (C)	City/Town (D)	Opening Year (E)	Number of Campuses (F)	Enrollment October 1977 (Nearest 100) (G)	Member of the League for Innovation (H)
Bergen Community College	No	New Jersey	Paramus	1968	1	10,000	No
Brookdale Community College	Yes	New Jersey	Lincroft	1967	1	9,100	Yes
New York City Community College	No	New York	New York	1947	1 (Part of CUNY)	13,400	No
Queensborough Community College	No	New York	New York	1947	1	12,300	No
Bronx Community College	No	New York	Bronx	1959	1 (Part of CUNY)	8,800	No
Central Piedmont Community College	Yes	North Carolina	Charlotte	1963	1	25,500	Yes
Sinclair Community College	Yes	Ohio	Dayton	1959	1	13,800	No
Lorain Community College	Yes	Ohio	Elyria	1964	1	5,500	No
Lakeland	Yes	Ohio	Mentor	1967	1	6,500	No
Rio Grande Community College	Yes	Ohio	Rio Grande	1974	1	800	No
Lane Community College	Yes	Oregon	Eugene	1965	1	7,000	Yes

APPENDIX B

COMMUNITY-JUNIOR COLLEGES CONTACTED FOR THE 1979-80 FACULTY COMPENSATION* (concluded)

Institution (A)	Response (B)	State (C)	City/Town (D)	Opening Year (E)	Number of Campuses (F)	Enrollment October 1977 (Nearest 100) (G)	Member of the League for Innovation (H)
Portland Community College	Yes	Oregon	Portland	1961	1	18,000	No
Community College of Philadelphia	Yes	Pennsylvania	Philadelphia	1965	1	10,000	No
Community College of Allegheny	Yes	Pennsylvania	Pittsburgh	1964	4	16,000	No
Dallas County Community College	Yes	Texas	Dallas	1966	4	34,800	Yes
Tarrant County Junior College	Yes	Texas	Fort Worth	1967	3	19,600	No
Seattle Community College District	No	Washington	Seattle	1966	3	18,200	No

*Data source for columns C, D, E, F and G is AACJC Directory.

APPENDIX C-1

SURVEY INSTITUTIONS BY GEOGRAPHIC REGION

Region*	Institutions Contacted		Institutions Included	
	Number	Col. Percent	Number	Col. Percent
Far West	9	24%	5	19%
West	2	5%	2	8%
Central	5	13%	6	23%
Midwest	9	24%	8	31%
Southeast	3	8%	1	4%
Northeast	10	26%	5	19%
TOTAL	38		26	

*Far West: California, Oregon, Washington
 West: Arizona, Colorado
 Central: Texas, Missouri, Minnesota
 Midwest: Illinois, Michigan, Ohio
 Southeast: Florida, North Carolina
 Northeast: Pennsylvania, New York, New Jersey
 Massachusetts, Maryland

APPENDIX C-2

SURVEY INSTITUTIONS BY AGE

Age of Institution	Institutions Contacted		Institutions Included	
	Number	Col. Percent	Number	Col. Percent
1 - 5 years	1	3%	1	4%
6 - 10	0	0%	0	0%
11 - 15	13	34%	10	38%
16 - 20	8	21%	5	19%
Over 20	16	42%	10	36%
TOTAL	38		26	

APPENDIX C-3

SURVEY INSTITUTIONS BY GEOGRAPHIC REGION

Student Enrollment (Fall 1975)	Institutions Contacted		Institutions Included	
	Number	Col. Percent	Number	Col. Percent
Under 5000	1	3%	1	4%
5,000 - 9,999	10	26%	8	31%
10,000 - 19,999	14	37%	8	31%
20,000 - 29,999	3	8%	3	12%
30,000 - 39,999	4	10%	3	12%
40,000 and Over	6	16%	3	12%
TOTAL	38		26	

APPENDIX D

HISTORICAL SALARY AND COMPENSATION INFORMATION FOR CUYAHOGA COMMUNITY COLLEGE

All salary and compensation averages for Cuyahoga Community College are the published figures for the institution. "Published" means that the averages, or the information necessary to calculate the averages, were reported to either the American Association of University Professors (AAUP) or the National Center for Education Statistics (NCES).

Appendix D presents the published salary and compensation averages for Cuyahoga Community College, 1969 through 1977 and 1979. The reader should note the following about the effect of contract length on the published averages:

- o Published salary averages prior to 1976 reflect proration to a 36-week base. That is, salaries for faculty members with contracts over 36-weeks were prorated before calculating an average.
- o The calculation of the published salary average for 1976 involved no proration. That is, salaries for contracts greater than 36 weeks but less than 44 weeks were included without adjustment.
- o The salary averages for 1977 reflect a 36-week base, but not as a result of proration: since 1977-78 the length of a full-time faculty contract was standardized to 36 weeks.
- o The salary averages for 1977 are not strictly comparable to the averages for previous years: 1977 salary averages do not include the remuneration for academic unit leader service beyond 36 weeks, whereas the salary averages for previous years reflect remuneration for coordinator and department head activity.
- o Data provided for Cuyahoga Community College for the 1978-79 year are interpolated. No report was prepared for the NCES.

APPENDIX D-1

AVERAGE SALARY AND COMPENSATION FOR CUYAHOGA COMMUNITY COLLEGE FACULTY 1969 THROUGH 1979

Year	Average Salary Prorated to 36-week Base	Average Compensation	Percent Fringe	Average Salary Unprorated	Compensation	Percent Fringe	Published	
							Salary	Compensation
1979	\$22,301	\$27,040	21.3	\$22,301	\$27,040	21.3	\$22,301	\$23,273
1978	20,653*	25,088*	21.5*	20,653*	25,088*	21.5*	20,653*	25,088*
1977**	19,123	23,273	21.7	19,123	23,273	21.7	19,123	23,273
1976	17,965	21,432	19.3	18,116	21,615	19.3	18,116	21,615
1975	17,149	20,240	18.0	17,351	20,474	18.0 (Est)	17,149	20,240
1974	15,751	18,584	18.0	15,909 (Est)	18,773	18.0 (Est)	15,751	18,584
1973	14,519	17,357	19.5	14,664 (Est)	17,523	19.5 (Est)	14,519	17,357
1972	13,876	16,514	19.0	14,015 (Est)	16,678	19.0 (Est)	13,876	16,514
1971	13,190	15,256	15.7	13,322 (Est)	15,414	15.7 (Est)	13,190	15,256
1970	11,925	13,925	16.8	12,044 (Est)	14,067	16.8 (Est)	11,925	13,925
1969	11,409	13,183	15.5	11,523 (Est)	13,309	15.5 (Est)	11,409	13,183

*Estimated, see Table 2-A for explanation.

**Beginning in 1977-78 all faculty members were awarded a 36-week contract. The average salary reported here does not reflect the remuneration to academic unit leaders for service beyond 36 weeks.

APPENDIX D-2

COMPARISON OF AVERAGE TOTAL COMPENSATION AT CUYAHOGA COMMUNITY COLLEGE TO AAUP COMPENSATION SURVEY RESULTS FOR INSTITUTIONS WITHOUT ACADEMIC RANK

Year		1972-73	1973-74	1974-75	1975-76	1976-77	1977-78	1978-79	1979-80
Average Total Compensation at Cuyahoga Community College		\$16,678	\$17,523	\$18,773	\$20,474	\$21,615	\$23,273	\$25,088*	\$27,040
AAUP Rating I for Category IV Institutions	Actual \$16,430	\$16,430	\$17,570	\$19,320	\$20,970	\$19,680	\$21,170	\$22,500	N/A
	Projected	(16,120)	(16,910)	(19,130)	(21,160)	(22,750)	(21,590)	(23,010)	(24,075)**
Index to Comparing Cuyahoga Community College to AAUP Category IV Institutions		101.5 (102.8)	99.7 (103.6)	97.2 (98.1)	97.6 (96.8)	109.8 (95.0)	109.9 (109.9)	109.0 (108.7)	N/A (108.1)

N/A = Not Available.

Figures in parenthese were/are projections.

Obtained by increasing the actual 1977-78 percentile (80th) by 8.7 percent.

The 1977-78 actual increased by 8.7 percent compounded twice.

*Estimated for 1978-79.

**Estimated as a 7 percent increase based upon the "Annual Report on the Economic Status of the Profession, 1978-79," written by W. Lee Hansen, Chairman, AAUP Committee Z on the Economic Status of the Profession, ACADEME, September 1979, p. 327.

APPENDIX E

SUPPLEMENTAL INFORMATION ABOUT COMPENSATION PROVIDED BY SURVEY RESPONDENTS

Institution	Is Faculty Unionized	Union Affiliate	Have Cost- of-Living Provision	Materials Provided				
				Collective Bargaining Agreement	Cost-of- Living Provision	FT Instruc- tional Load Policy	Current FT Faculty Salary Schedule	Guidelines for Placement on Schedule
Allegheny	Yes	--	No	Yes	--	No	No	No
Baltimore	Yes	AFT	Yes	Yes	--	--	Yes	Yes
Brookdale	Yes	NJEA	No	Yes	--	Yes	Yes	Yes
Central Piedmont	No	--	No	--	--	No	No	No
Chicago	Yes	AFT	No	--	--	Yes	Yes	Yes
Dallas	No	--	Yes	--	--	No	No	No
Delta	No	--	No	--	No	Yes	Yes	Yes
Denver	No	--	No	--	No	Yes	Yes	Yes
Lakeland	Yes	NEA	No	Yes	--	No	Yes	Yes
Lane	Yes	NEA	Yes	Yes	Yes	Yes	Yes	Yes
Lorain	No	Yes	Yes	No	Yes	Yes	Yes	Yes
Maricopa	No	--	No	--	Yes	Yes	Yes	Yes
Metropolitan	No	--	No	--	--	Yes	Yes	Yes
Minnesota	Yes	NEA	No	Yes	--	Yes	Yes	Yes
Montgomery	No	--	No	--	--	Yes	Yes	Yes
Moraine Valley	Yes	AFL/CIO-AFT	--	Yes	--	Yes	Yes	No
		Cook County						
		Teachers' Union						

APPENDIX E
SUPPLEMENTAL INFORMATION ABOUT COMPENSATION PROVIDED BY SURVEY RESPONDENTS
(concluded)

Institution	Is Faculty Unionized	Union Affiliate	Have Cost- of-Living Provision	Materials Provided				
				Collective Bargaining Agreement	Cost-of- Living Provision	FT Instruc- tional Load Policy	Current FT Faculty Salary Schedule	Guidelines for Placement on Schedule
Peralta	Yes	AFL/CIO	In process	No	--	In process	Yes	No
Charles S. Mott	Yes	NEA	No	Yes	--	Yes	Yes	No
Philadelphia	Yes	AFL/CIO	No	Yes	--	Yes	Yes	Yes
Portland	Yes	AFT	Yes	Yes	Yes	Yes	Yes	Yes
Rio Grande	No	--	No	--	--	Yes	Yes	Yes
Sinclair	No	--	--	--	--	Yes	No	No
St. Louis	--	--	--	--	--	Yes	Yes	Yes
Tarrant	No	--	--	--	--	Yes	Yes	Yes

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